High Sick Leave Consumption
Economic Development

LouieStat

KPI Owner: Rebecca Fleischaker

Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY13, 50 employees Goal: September 12 - July 14: no more than 2 employees. Updated August 14: 0 employees Benchmark: 11% LMG Top Quartile Oct2014	Data Source: Payable Time Peoplesoft Goal Source: Enterprise KPI for productivity Benchmark Source: OPI sick leave study	Select Plan-Do-Check-Act Step Measurement Method: # of employees who used 9 or more out of 12 sick [1]days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Monitor to ensure that level of high sick leave consumption is maintained

How Are We Doing?

Mar2014-Feb2015 12 Month Avg Goal	Mar2014-Feb2015 12 Month Average		Feb2015 Goal	Feb2015 Actual	
1	**4**	🔴	**0**	**4**	🔴
Employees	Employees		Employees	Employees	

High Sick Leave Consumption

Good

Legend: Sick Employees — Median — Goal — Benchmark

Benchmark percentages across months: 37% 38% 31% 33% 31% 31% 41% 41% 41% 33% 30% 25% 21% 17% 14% 7% 14% 14% 14% 14% 14% 14% 21% 13%
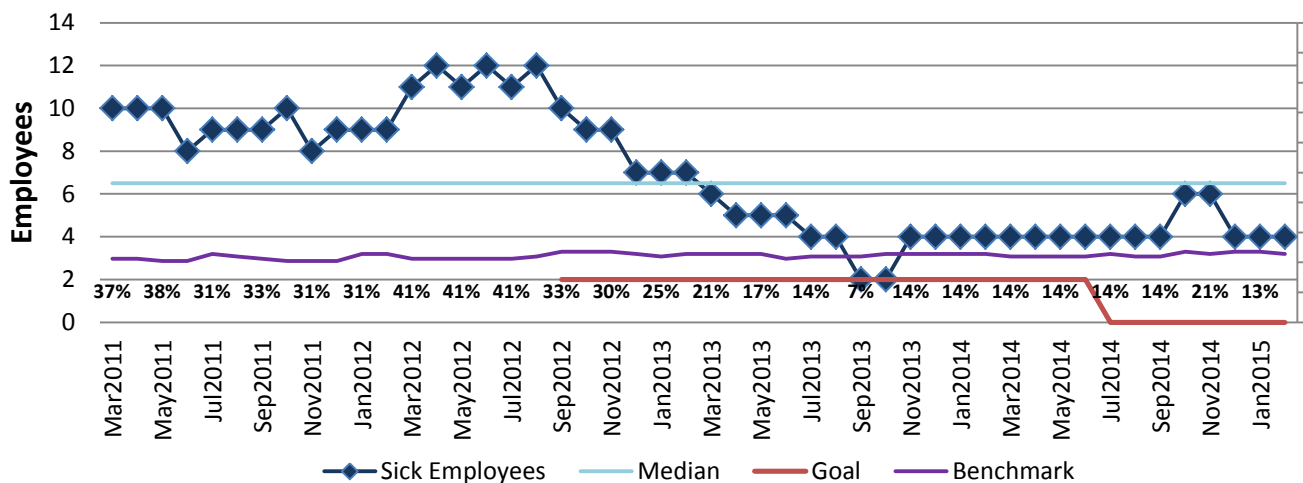
The seven basic quality tools, "5 Whys" technique, brainstorming and other methods will be applied to the measure graphed above. The purpose of using the tools/methods is to understand what makes performance less than desirable if performance is not best in class.

[1]A "day" is typically defined as standard hours per week divided by 5 unless otherwise stated in a union contract